

17 October 1986

NOTE FOR: Gary
FROM: Ed
SUBJECT: OIT Personnel Management System

As we have discussed, there continues to be considerable misunderstanding at almost every level about the personnel management system in OIT. Questions persist about the process in general, the role of the PMB, and the specific procedures to be used by the individual panels. All of these areas need to be described in writing for all OIT employees to understand. As we begin round two of the panels, continued absence of written guidelines is becoming a problem. The recent GS-13 panel exercise and the contention with the PMB is symptomatic of the misunderstanding that exists. I would like us to take a shot at fixing this problem by 1 November. Please commit whatever resources you feel are required to produce the necessary documentation that describes our system. With that documentation in hand, it would then be useful to brief this policy to the OIT managers in one of the November auditorium sessions. I will make myself available to whatever extent necessary if that will be helpful. We really need to move on this.

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